

Department of the Interior
BUREAU: BUREAU OF RECLAMATION

* Equal Opportunity Data Required to be Posted by the **NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003
Point of Contact: Nattie Silva
Date:

Formal Complaints	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	46	30	36	33	41
# of individual filers	36	27	31	32	39
# of repeat filers	8	3	4	1	2
# of Complaints by Basis of Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	43	14	12	7	5
Color	0	0	0	0	1
National Origin	34	5	3	6	8
Sex	61	16	19	15	13
Religion	9	5	0	4	2
Disability	57	18	12	12	12
Age	50	11	17	18	31
Reprisal	110	17	21	22	31
Non-EEO	0	0	0	0	0
# of Complaints by Issues of Alleged Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	4	0	0	0	0
Assignment of Duties	20	0	2	2	0
Awards	1	2	2	2	3
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	2	0	0	0	0
Reprimand	11	5	1	0	2
Suspension	6	0	2	0	1
Removal	6	0	0	4	0
Other	20	4	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	7	2	0	0	2
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	147	8	20	18	18
b. Sexual	9	15	1	0	2
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	4	4	11
Promotion/Non-Selection	61	27	22	20	18
Reassignment					
a. Denied	5	0	0	0	2
b. Directed	2	4	7	0	3
Reasonable Accommodation	0	0	1	4	3
Reinstatement	0	0	0	0	0
Retirement	4	0	3	0	0
Termination	0	3	3	4	3
Terms/Condition of Employment	10	1	13	5	5
Time & Attendance	3	0	0	7	0
Training	2	0	0	1	0
Other	44	25	1	12	30

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	80	232	30	161	39	153	39	156	42	132
Final Agency Action	15	155	12	411	21	687	11	589	20	530
2. Complaints in which a hearing is not requested										
Investigation	7	136	4	146	6	201	3	192	4	156
Final Agency Action	8	58	8	85	8	105	5	179	10	154
3. Complaints in which a hearing is requested										
Investigation	0	0	2	224	1	173	0	0	1	110
Final Agency Action	5	33	5	31	13	21	3	23	7	26
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	12	697	4	183	9	529	6	462	9	112

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	97	82	47	43	50
Number of Individuals	50	30	31	33	38
Number in Investigations	54	10	19	17	14
Number in FAD	1	11	2	3	3
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	5	3	2	8	4

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
	TOTAL											1									
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex											1									
	Religion																				
	Disability																				
	Age																				
	Reprisal																				
	Non-EEO																				
	Appointment/Hire																				
ISSUES	Assignments of Duties																				
	Awards																				
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